

ORDER.

Bangalore, dated 23rd November 1966.

S. 0.5814 — WHEREAS the Government of Mysore are of opinion that an Industrial Dispute exists between the Workmen and the Management of Kirloskar Electric Co., Ltd., Bangalore-3, on the points noted below;

NOW THEREFORE, in exercise of the powers conferred by clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act No. XIV of 1947), the Government of Mysore hereby refer the said dispute for adjudication to the Additional Industrial Tribunal at Bangalore.

Points of Dispute

"I. (a) Is the strike by the Workmen of Kirloskar Electric Co. Ltd., Bangalore-3, legal and justified?

(b) To what relief are the Workmen entitled to?

II. (a) Are the Workmen of the Kirloskar Electric Co., Ltd., Bangalore-3, justified in preferring the following demands?

(1) **Uniforms.**—All the employees be provided uniforms in the manner noted below:—

(i) each male employee be provided with 2 pairs of boots and 2 pairs of socks, 2 trousers and 2 shirts per year. This uniform must be stitched out of cloth manufactured by Buckingham & Carnatic Mills or Bangalore Woolen, Cotton and Silk Mills Ltd.,

(ii) Every female employee be provided with 2 sarees and 2 blouses and 2 pairs of suitable footwear per year.

(2) **Facilities to Canteen Employees.**—Food and tiffin be given free of cost to all the Canteen employees;

- (3) **A Scheme for Death Relief.**—Death Relief Committee with six members equally representing the Management and the employees be constituted to manage the death relief fund that comprises of funds contributed both by the Management and the employees. The quantum of contributions shall be as follows.

Every employee, shall contribute once in six months a sum of Re. 1 and likewise the management shall contribute Re. 1 to every rupee paid by the employee. Rules and other conditions shall be framed by the death relief committee.

- (4) Grievance Procedure as framed by the tripartite recommendation be implemented and promotion policy be codified in consultation with the Association.
- (5) Sri Naga, Token No. F.37, who has been demoted from the post of an Inspector to that of a Core Maker be reinstated back to his post. All the charge sheets given to him be withdrawn forthwith and the enquiry proceedings instituted against him be dropped. Further, he should be paid full wages for the so-called idling of time, which in fact was forced on him.

II. (b) If not, to what reliefs are the Workmen entitled to?"

[No. LMA 577 LLD 66.(i)]

By Order and in the name of the Governor of Mysore,